

Managing Organizational Culture

Sample four-month engagement



Month 1

Expert Guidance

Service Planning Kickoff Call

Meet your service team. Identify initial Gartner support — Advisory conversations, diagnostics, etc.

Expert Guidance

Managing Organizational Culture

Meet with a Gartner Executive Partner to discuss obstacles and opportunities on how to define and manage your organization's culture.

Must-Attend Events

Building an Inclusive Culture in a Hybrid World

Understand how culture operates in a hybrid work world and how to strengthen inclusion among dispersed workforces.

Actionable Insight

Culture in a Hybrid World

Connect employees to organizational culture in the new work environment by relying less on osmosis and more on intentional practices.



Andrea Holzman
Account Executive



Steve Miranda
CHRO Executive Partner



Month 2

Decision Tools

CHRO Resource Guide for Organizational Culture

Use this guide to overcome the complex challenge of managing organizational culture and integrate best practices that span multiple areas of expertise.

Expert Guidance

The Importance of Culture Connectedness in Hybrid Work

Speak with a Gartner expert to discuss how to intentionally invest in providing employees a sense of connection to culture to improve performance and engagement.



Rachael Marshall
Director, Advisory

Actionable Insight

Build a Supportive Work Culture for a Multi-Generational Workforce

Shape a culture that helps employees recognize each other's needs, contributions and experience.

Expert Guidance

Work with the C-Suite

Meet with a Gartner Executive Partner to help you collaborate with the C-suite to evaluate the impact of environmental trends on cultural health



Steve Miranda
CHRO Executive Partner



Month 3

Actionable Insight

The Moments That Matter for Culture in the Hybrid World

Understand what moments in the employee experience really matter for culture connectedness, regardless of location.

Must-Attend Events

Measuring Employee Experience: Beyond Engagement

Consider a more holistic measure of employee experience that includes aspects such as well-being, resilience, work friction and cultural connectedness.

Actionable Insight

Case Study: Culture Operationalization Within a "Flotilla" Philosophy

Learn how a peer organization operationalized culture within a "flotilla" philosophy to enable teams and employees to define and own their culture.

Decision Tools

Team-Defined Culture Do's and Don'ts

Provide teams with a customizable do's and don'ts template to translate organization-level cultural attributes down to job-specific behaviors in critical moments that shape the culture.



Month 4

Expert Guidance

Embed Culture and Values in Your EVP

Speak with a Gartner expert to orient the EVP around an employee's emotional response to how the organization will support their life goals.



Tim Pasto
Director, Advisory

Actionable Insight

Case Study: Trust Matrix to Build Trust

Utilize a trust matrix to identify gaps in cohesion across teams and leadership, understand how to address sources of tension and engage different organizational perspectives to achieve desired organizational culture.

Must-Attend Events

Talent Angle Podcast: Building a Culture of Well-Being, With Richard Safeer

Dr. Richard Safeer joins the Talent Angle to discuss how HR leaders can help create a culture of well-being to enable a healthier and more resilient workforce.

Actionable Insight

Why Microcultures Win in the Hybrid World

strengthen employees' connection to organizational culture by helping microcultures thrive.